**Government Digital and Data Capability-Based Pay Framework Principles:**

1. The Government Digital and Data Profession Pay Framework is a [Central Digital and Data Office](https://www.gov.uk/government/organisations/central-digital-and-data-office) (CDDO) owned capability-based pay framework that determines an individual’s total pay maximum based on their level of capability. This aims to make the Civil Service more competitive within the market for key tech skills and recognises growth of capability within role by enabling in-post pay progression without the need for promotion to a higher grade.
2. The total pay maximum rates will be the same for eligible individuals regardless of their principal workplace location and will be comprised of two distinct elements:
	1. Base pay, which is the pay everyone is guaranteed for their work done in the department. Base pay is consolidated and pensionable. Individuals will be placed on the relevant pay scale for their location, i.e. National or London. And
	2. Digital and Data allowances, which will ‘top-up’ an individual’s total pay to the relevant total pay maximum for their capability level and grade. This means that individuals based in different principal workplace locations may have different allowance amounts, but their total pay maximum will be the same. Allowances are non-contractual, non-consolidated and non-pensionable, and can be increased, decreased, or removed.
3. Within DfT and its Agencies, the framework comprises nine capability levels: Developing 1-3, Proficient 1-3, and Accomplished 1-3.
4. Capability will be assessed annually via a self-assessment and validated and approved by line managers / technical leads.
5. Any changes to pay following the annual capability assessment will take effect from 1st August in line with the annual pay award process.